



# Accountability Report 2022–23

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Labour, Skills & Immigration



**Department of Labour, Skills and Immigration  
2022-23 Priority Results in Support of Government’s  
Accountability Report**

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## 1. Accountability Statement

The Accountability Report of the Department of Labour, Skills and Immigration for the year ended March 31, 2023, is prepared pursuant to the *Finance Act* and government policies and guidelines. The reporting of the Department of Labour, Skills and Immigration outcomes necessarily include estimates, judgments, and opinions by Department of Labour, Skills and Immigration management.

We acknowledge that this Accountability Report is the responsibility of Department of Labour, Skills and Immigration management. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in the Department of Labour, Skills and Immigration 2022-23 Business Plan.

Original signed by:

Original signed by:

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Hon. Jill S. Balsler  
Minister

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Ava Czapalay  
Deputy Minister and Chief Executive Officer

## 2. Measuring Our Performance

**LSI Vision:** *Everyone has an opportunity to thrive in Nova Scotia.*

**LSI Mission:** *We work as a trusted partner to help people live, learn and work to their highest potential in vibrant businesses and communities across Nova Scotia.*

- This incorporates a strong focus on advancing inclusion, learning and employability for all, enabling safe, fair, diverse, welcoming, and productive workplaces, and creating opportunities for sustainable population and economic growth.

**LSI Mandate:** *To achieve our vision and mission, our mandate includes:*

- Empowering Nova Scotians, including newcomers and immigrants, to successfully manage career transitions.
- Addressing skill needs and tackling systemic barriers to learning and work.
- Modernizing the apprenticeship system to meet current and future demand with a focus on attraction and retention.
- Fostering a culture of safety in Nova Scotia's workplaces and public spaces.
- Developing labour, employment and safety rules that reflect the changing nature of work and protect workers and citizens.
- Enabling Nova Scotia's employers to create more inclusive and productive workplaces and providing responsive dispute resolution.
- Promoting Nova Scotia as a location of choice and increasing net population levels.
- Advancing partnerships that build sustainable, welcoming, and growing communities.
- Supporting labour mobility and the attraction and retention of talent to meet employers' labour needs.

### **The Nova Scotia Apprenticeship Agency**

The Nova Scotia Apprenticeship Agency (NSAA / Agency), established July 2014, is responsible for stewarding and operating a relevant, accessible, and responsive industry-led trades training and certification system. It is an agent of the Crown and has developed its own Business Plan for 2022-2023. The Nova Scotia Apprenticeship Agency publishes an Annual Report on its commitments and is available at [www.nsapprenticeship.ca](http://www.nsapprenticeship.ca).

The Department of Labour, Skills and Immigration's 2022-23 Accountability Report also includes progress on outcomes relative to Agency priorities set out in Labour, Skills and Immigration's 2022-23 Business Plan.

## **Key Initiatives for 2022-23**

The Department of Labour, Skills and Immigration (LSI) 2022-23 Accountability Report provides information on performance measures and reflects on the outcomes achieved by the Department in relation to the goals and priorities established in the 2022-23 Business Plan.

### **Advance inclusion, learning and employability for all**

- *Empowering Nova Scotians, including newcomers and immigrants, to successfully manage career transitions.*
- *Addressing skill needs and tackling systemic barriers to learning and work.*
- *Modernizing the apprenticeship system to meet current and future demand with a focus on attraction and retention.*

#### **Work with Delmore “Buddy” Daye Learning Institute (DBDLI) to enhance hairstylist services delivery**

- A Steering Committee was established to explore opportunities and develop solutions to address challenges in accessing textured/Black hair services in licensed hair salons. As required, DBDLI provided a final report and recommendations to the Internal Working Group (government representatives).

#### **Develop a framework for post-secondary education opportunities for African Nova Scotians**

- An Advisory Council was established and chaired by LSI’s Engagement, Equity and Belonging Branch with representation from all 11 universities and the Nova Scotia Community College (NSCC), along with the Departments of Advanced Education, Education and Early Childhood Development and the Office of Equity and Anti-Racism Initiatives to oversee the development of a framework for post-secondary education opportunities for African Nova Scotians. The draft framework will be completed in Fall 2023.

#### **Implement an Equity, Diversity, and Inclusion (EDI) Framework for ABCs**

- LSI has implemented an EDI lens in recruiting for Agencies, Boards and Commissions (ABCs). In 2022, LSI offered two recruitment sessions focused on LSI's ABCs to provide more specific information regarding the ABCs' roles and allow potential applicants to ask questions. Invitations to the sessions were sent to interested parties and members of Equity-Deserving Groups using a list provided by the Engagement, Equity and Belonging Branch of LSI.
- An EDI Recruitment Framework was developed and used by the Labour Services Branch to recruit members to the Labour Board. This framework will continue to be utilized by Labour Services for future recruitment.

#### **Lead LSI’s recruitment process in line with *All Together Strategy***

- A SharePoint site was developed with recruitment resources and guidelines, diverse hiring panels and designated positions policy and processes.

- LSI's Sponsorship Program was extended to all Equity-Deserving employees and saw an increase in participants for the second cohort of the Employees of African Descent Sponsorship program. The Department also provided training opportunities that promote reflective learning, integration, and active allyship (Disrupting Saviorism: Rethinking the role of Ally, Truth and Reconciliation Miniseries, and Global Accessibility Awareness Day).

### **Conduct a review of Settlement Services**

- A Settlement Service Review was completed in Fall 2022 to better understand the needs of newcomers and best practices for delivery models. Information gathered through the two phases of the review informed the development of the most recent round of settlement services agreements. This work helps to ensure best practices with respect to the settlement and retention of newcomers.

### **Support Nova Scotia Apprenticeship Agency (NSAA) youth outreach**

- NSAA reached over 29,000 youth through partnership with the Department of Education and Early Childhood Development (EECD) to provide meaningful experiential learning opportunities for youth in the skilled trades.
- For 2022-23, 2,647 students were engaged in activities in the skilled trades from NSAA WorkIt Grant Funding to each Regional Centre for Education and Conseil Scolaire Acadien Provincial.
- LSI's Summer Youth Apprenticeship Program partners engaged over 120 high school youth and employers to provide a five-week paid summer work experience in the skilled trades (23% of participants were women and 14% were from under-represented communities).
- The number of students in the P-12 system registered as youth apprentices, increased 182% to 175 in 2022-23, up from 62 in 2021-22. This is the highest number of youth apprentices to date, exceeding pre-COVID youth registrations.
- The More Opportunity for Skilled Trades Program (MOST) was announced in June 2022 to attract and retain youth in key sectors. Approximately 7,500 people will be eligible for an average provincial income tax refund of about \$2,700.
- For 2022-23, the number of diverse youth participating in NSAA-funded programs included: 409 Indigenous; 267 African NS; 122 Newcomers; 144 Other Diverse Persons; and 78 Persons with Disabilities.

### **Implement Nova Scotia Apprenticeship Agency *Building More Equitable Pathways II***

- The NSAA worked in an advisory capacity, with the Nova Scotia Native Women's Association (NSNWA) to build thirteen tiny homes in each of the thirteen Mi'kmaw communities. The building of the homes was used as a training opportunity to introduce up to 30 women to the construction trades.
- During 2022-23, 7,761 apprentices were training. 17.7% of apprentices identified as diverse and the percentage of women registered as apprentices was 8.4%.

### **Offer new adult learning financial supports**

- Work was deferred in 2022/23 due to the uncertainty of federal funding. As the future of this funding is still unknown, the work remains on hold.

### **Assess business training needs through Workplace Education Initiative (WEI) and Workplace Innovation and Productivity Skills Incentive (WIPSI)**

- The Department worked in partnership with the Nova Scotia Association of Community Business Development Corporations (NSACBDCs) to assess business training needs. Gaps were identified in Cumberland County and Halifax County. Additional regional coordinator capacity has been added to address these gaps and WEI continues to work with the NSACBDC as a key partner to increase awareness and engagement of WEI and WIPSI training options for regional partners.
- 2,684 Nova Scotia employers and 4,465 employees participated in workforce development and training through the Workplace Innovation and Productivity Skills Incentive and the Workplace Education Initiative.

### **Expand Nova Scotia Works School Liaisons**

- Five additional School Liaisons were hired within the Nova Scotia Works System to serve an additional 11 schools across the province. The current totals are 19 School Liaisons serving 60 schools.

## **Enable safe, fair, diverse, welcoming and productive workplaces**

- *Fostering a culture of safety in Nova Scotia's workplaces and public spaces.*
- *Developing labour, employment and safety rules that reflect the changing nature of work and protect workers and citizens.*
- *Enabling Nova Scotia's employers to create more inclusive and productive workplaces and providing responsive dispute resolution.*

### **Review the Labour Standards Code regarding Truth and Reconciliation Day**

- A review was conducted which included community partner engagement to seek feedback on the potential for amending the Labour Standards Code to add Truth and Reconciliation Day as a paid general holiday.

### **Review the Labour Standards Code regarding pregnancy loss**

- Bill 203 received Royal Assent on November 9, 2022, ensuring an employee who experiences the end of a pregnancy can take a protected leave from work. The amendments to the Labour Standards Code came into effect on January 1, 2023.

### **Appoint an Arbitration Advisory Committee**

- Arbitration Advisory Committee members have been appointed and have finalized a recruitment strategy which included broadening the criteria for appointment as an arbitrator to increase accessibility, posting the opportunity on the department's website, sending the call for Arbitrators to a target list of diverse organizations and individuals, and using social media to promote the opportunity more broadly.

### **Implement Labour Board Equity, Diversity, and Inclusion Recruitment Framework**

- The Labour Board has implemented an Equity, Diversity, and Inclusion (EDI) Recruitment Strategy for Labour Board members which successfully attracted an Indigenous Board member and women with experience in the construction industry. The Labour Board will continue to monitor progress and adjust its recruitment efforts accordingly.
- In addition, the Board launched an Accessibility Audit that included participating in a third-party review of Board practices against an Access to Justice Project standard, and a national scan of accessibility practices in administrative tribunals in Canada with a particular focus on interculturally responsive practices. The Board has and will continue to use the findings to inform strategic planning.

### **Support technical and occupational health and safety**

- Modernized workplace First Aid regulations came into force June 13, 2022. Changes included adoption of new CSA standards for first aid kits and training.
- A new digital safety information tool called Nova Safe was developed. Nova Safe is a progressive website that can also function as an app on mobile devices. Nova Scotian employers, supervisors, and workers can access important safety information on regulatory requirements for a variety of occupational health and safety topics.
- Technical Safety Standards Regulations were amended to adopt updated versions of safety standards/codes for Boiler and Pressure Equipment, Crane Operators, Fuel Safety, and Power Engineering were implemented. The updated standards are in force as of February 7, 2023.

### **Support healthcare sector**

- LSI continues to work with AWARE-NS and other partners to implement the “Charting the Course” action plan addressing workplace health and safety hazards affecting the long-term care, home care and disability support sector.

### **Appoint the Technical Safety Advisory Board**

- A new process was developed to assist in the recruitment efforts for the ABCs and information sessions were held on the purpose of ABCs. An appointment process for Board applicants is underway in spring 2023 in anticipation of re-establishing the Board by fall 2023.

### **Support psychological and physical injury for workers and workplaces**

- The Department and the Workers’ Compensation Board (WCB) have identified psychological health in the workplace as a priority under their partnership agreement and have completed research in 2022-23.

### **Implement amendments to the Firefighters’ Compensation Regulations**

- As of July 1, 2022, firefighters now have access to presumptive coverage under the *Workers’ Compensation Act* for 19 cancers and a heart attack within 24 hours of attending the scene of an emergency.



### **Consider skilled trades in government and apprenticeship procurement policies**

- The NSAA continues to implement the Apprenticeship Procurement Policy. In Cape Breton, all healthcare infrastructure projects have provisions to increase apprenticeship and equity representation in the trades. The different projects are reporting equity representation of all work between 12 and 37% and on the NSCC Marconi campus new construction, over 17% of apprentices were from equity-seeking communities (well over the target of 10%).

### **Provide Atlantic Immigration Program (AIP) cultural training for employers**

- Through 2022-23, Nova Scotian settlement service providers continued to deliver Intercultural Competency Training to AIP employers.

### **Provide Workplace Education Initiative (WEI) and Association of Industry Sector Council (ASIC) cultural intelligence and inclusive leadership training for employers**

- Directors of the Association of Industry Sector Councils (AISC) completed the Certificate of Inclusive Leadership (CIL) offered by Toronto Regional Immigrant Employment Council (TRIEC). An additional cohort of 8 industry trainers were selected by member industry sector councils in Summer 2023 to become trained to offer the CIL. They completed their leadership training in Fall 2022, and they will complete their train-the-trainer experience in June 2023. They will begin offering CIL pilots with industry leaders in Fall 2023.
- Two cohorts of Employer Engagement Specialists and Employment Development Specialists, with approximately 25 participants (total) were certified in CIL in 2022-2023 to build additional capacity in the NS Works system for supporting employer clients in IDEA strategies and approaches.
- LSI partnered with the Canadian Centre for Diversity and Inclusion (CCDI) to develop an IDEA Fundamentals 40-hour training program. As of Spring 2023, 40 business leaders will have completed the training through the Workplace Education Initiative (WEI).

### **Create opportunities for sustainable population and economic growth**

- *Promoting Nova Scotia as a location of choice and increasing net population levels.*
- *Advancing partnerships that build sustainable, welcoming and growing communities.*
- *Supporting labour mobility and the attraction and retention of talent to meet employers' labour needs.*

### **Develop a strategic immigration plan and policy**

- The population growth strategy is an evergreen plan, focusing on purposeful population growth that leverages immigration pathways to meet Nova Scotia's labour market needs through, increasing immigration allocation and landings, increasing interprovincial migration, increasing retention of newcomers and reducing outmigration, welcoming more refugees and more skilled refugees, and increasing the retention of international students post-graduation.

- In 2022, a record 12,650 immigrants landed in Nova Scotia. This represents a significant increase from 2021 (9,160 landings), which was the previous highest year of landings in Nova Scotia.
- Between July 1, 2021, and July 1, 2022, Nova Scotia saw a net increase of 14,079 in interprovincial migration. This represents the seventh consecutive year of positive interprovincial migration and was the highest in that time.
- Statistics Canada's Longitudinal Immigration Database (IMDB) data indicates that Nova Scotia's six-year rolling retention rate fell slightly to 70% after sitting at 71% for the previous five reporting periods. However, the province's 1-year retention rate rose by 4 percentage points. Nova Scotia's retention rate remains the highest in Atlantic Canada and is also higher than Saskatchewan.

### **Deliver NS lifestyle and employment opportunities marketing campaign**

- Phase 2 of the *Live in NS* marketing campaign ended on March 31, 2023. The campaign targeted skilled trade workers living in Alberta and Ontario and resulted in 128 million impressions and 775,000 clicks through to the Live in NS website.
- IPG's social media platforms grew in 2022-23. Facebook reached over 6.7 million unique users (a 211% increase from 2021) and gained 3,235 followers (compared to 1,610 in 2022). Twitter had over 890,000 impressions (a 652% increase from 2021) and gained 1,776 followers (compared to 1,610 in 2022).
- The Nova Scotia Works campaign ran from August 2022 to March 2023 to increase awareness among employers and jobseekers of the full range of supports provided by the department in meeting their workforce and employment needs. 70% of campaign efforts were focused on employer supports and 30% were focused on programs that benefit job/skill seekers. The 2022-23 campaign resulted in over 12 million impressions and 82,000 clicks through to the website.

### **Work with the federal government to establish a provincial immigration program that is fair, flexible and responsive to labour needs**

- Nova Scotia's 2022 allocation was 5,430, a significant (40.8%) increase from 3,857 in 2021. This includes an increase of:
  - 400 nomination spaces in the Provincial Nominee Program (17% more than last year) and
  - 1,173 endorsement spaces in the Atlantic Immigration Program (75% more than last year).
- Nova Scotia approved more applications in 2022 than in any previous year.

### **Promote the Atlantic Immigration Program (AIP)**

- Department staff hosted a series of webinars to raise awareness of the AIP program with employers, including a series of workshops with tourism operators in partnership with Destination Cape Breton and a webinar with daycare operators.
- In 2022, 720 employers were designated under AIP. In comparison, 1,526 employers held designated status at the end of the five-year AIP pilot.

### **Grow navigator presence to build inclusive and welcoming communities**

- Six navigators have been hired on a permanent basis and are developing relationships with Regional Enterprise Networks to understand the gaps and opportunities in those communities. As of March 31, 2023, navigators have connected with over 1,170 prospective immigrants / migrants.

### **Promote international immigration recruitment events**

- In 2022-23, LSI staff participated in 23 recruitment events nationally, internationally, and virtually. These events have resulted in an estimated 9,000 skilled workers interested in moving to Nova Scotia (20 in-person events and 3 virtual events, gathering 3,852 contacts).

### **Develop a Nova Scotia Francophone Population Growth Action Plan**

- In November 2022, in partnership with the Office of Acadian Affairs and Francophonie (OAAF) LSI launched *Growing Nova Scotia's Francophone Population – An Action Plan for Success (2022-25)*.
- A Francophone Labour Market Priorities draw was done in Fall 2022. In total, 150 candidates were invited to apply.
- In 2022, the province welcomed a total of 795 French-speaking landed immigrants (who later became Permanent Residents), more than the seven previous years combined.

### **Continue to adopt and create innovative immigration program streams and establish a regional nominee program for Nova Scotia**

- LSI continues to work with the federal government and other provinces and territories to ensure we have the tools required to attract newcomers to rural Nova Scotia and immigration is distributed throughout the province.
- Of Nova Scotia's 12,650 landings in 2022: 9,800 or 77.5% were in the Halifax Regional Municipality (HRM) and 2,850 or 22.5% were outside of HRM.
- The Atlantic Immigration Program (AIP) continues to contribute to Nova Scotia's regional economic immigration. AIP became a permanent program on January 1, 2022, which helps to grow immigration in all regions of the province. Of the 720 employers designated in 2022: 63% of employers were designated in HRM and 37% of employers were designated outside HRM.

### **Invest additional supports to assist Service Provider Organizations / expand services to support interprovincial migrants**

- In 2022-23, the department invested \$8.775M in Settlement Service Provider agreements). This includes \$6.27M/year through the Settlement Funding Program and \$2.5M through the Workforce Development Agreement.
- IPG contracted Davis Pier Consulting to complete Phase II of a review of provincially funded settlement services. The review led to immediate action to strengthen settlement services, which were incorporated into the call for proposals. These included extending the agreement cycle to three years and additional resources for both staff and clients.

- IPG has also extended settlement services to Ukrainian arrivals under the federal Canada-Ukraine Authorization for Emergency Travel (CUAET), as well as to asylum seekers arriving in Nova Scotia.

### **Support healthcare recruitment**

- LSI planned and executed a healthcare mission with events in Scotland, Ireland, and England engaging with 579 healthcare professionals, including: 75 nurses, more than 300 continuing care assistants and 161 physician leads.
- Staff participated in a trip to Kenya, focused on the Economic Mobility Pathways Pilot (EMPP). EMPP combines refugee resettlement with economic immigration. The department was successful in leveraging EMPP to recruit CCAs to the province. The mission resulted in at least 65 conditional job offers.
- Staff participated in a recruitment mission to India with Nova Scotia Health that has resulted in nursing candidates being identified and hired for communities across Nova Scotia.
- A Program Director, Healthcare Recruitment was hired (March 2023) to focus on international recruitment, streamline immigration processing, and implement innovative solutions for talent acquisition in the healthcare sector.
- LSI is closely supporting the Nova Scotia Health to address the opportunities arising from the new expedited pathway for Internationally Educated Nurses (IENs) from the seven designated countries. This includes ongoing direct immigration and navigation support to their first cohort as a result of the India mission consisting of 118 Principal Applicants (RNs) and their families.
- Work is ongoing to identify and create pathways using the Nova Scotia Nominee Program to support the attraction and retention of healthcare professionals, as well as international students, in healthcare occupations of shortage; these include Paramedics, Pharmacists, Pharmacy Technicians, Medical Laboratory Technicians and Continuing Care Assistants.

### **Decrease undue regulatory and administrative burden**

- The Pan Canadian OHS Reconciliation Agreement was signed in June 2022. The Agreement commits provinces and the federal government to a process of regulatory harmonization based on adoption of common standards in areas of personal protection equipment, occupational exposures and safety training.

### **Fund community-based, custom employment interventions**

- In 2022-23, LSI launched 25 community-based workforce solutions partnerships and projects to support vulnerable individuals to develop skills, and to prepare for, secure and maintain employment.

### **Support youth employment programs**

- LSI programs support more than 1,500 paid work experiences for post-secondary students each year, and hundreds of permanent, full-time jobs for recent university and college graduates. A diversity bonus in each program is increasing the

proportion of international students and grads and members of equity-seeking groups:

- The Student Summer Skills Incentive supported jobs for more than 100 Mi'kmaq and Indigenous students.
  - NPower Canada has provided IT and job skills training to 308 low-income Nova Scotian youth and will enroll another 200 more by the end of March (2023). 83% of Nova Scotia's NPower graduates have secured careers in IT since the program began in February 2021.
- In 2022-2023:
    - 839 post-secondary students and 362 Nova Scotia employers participated in co-op work placements through the Co-op Education Incentive program.
    - 280 recent post-secondary graduates were placed in full-time roles with employers in Nova Scotia through Graduate to Opportunity and 107 of Graduate to Opportunity employers hired members of diversity groups.
    - Six post-secondary graduates were placed in full-time roles with employers in NS through the Innovate to Opportunity program.

#### **Expand Nova Scotia Works Online**

- In 2022-23 the department launched Job Matching services as part of Nova Scotia Works Online.

#### **Develop Nova Scotia Works employer-focused service**

- LSI is working with a research team from Futureskills Canada and Blueprint to better understand how employer services are delivered in Nova Scotia and to identify opportunities for service enhancements through NSWorks. NS Works Online development of Employer Services will continue into 2023-2024.
- Facilitated engagement was done with the Employer Engagement Specialists (EES) across the province in December 2022 and January 2023. The aim was to understand the current state of the EES service and where additional system supports could be introduced. This resulted in a "What We Heard Report" that will be shared with the NS Works system and LSI leadership.

#### **Expand Workplace Innovation and Productivity Skills Incentive (WIPSI) criteria**

- A review of the WIPSI program has been completed and recommendations have been provided on program considerations. Recommendations are under review. Program enhancements are expected to take place in 2023-24.

#### **Support Association of Industry Sector Councils (AISC) 2.0 Strategic Plan and Sustainability Strategy**

- LSI invested \$3.65M in 2022-23 to support the AISC 2.0 Strategic Plan and Sustainability Strategy.
- The plan yielded the development of customized strategic workforce (succession planning and business succession) guides for the 14 industry sector councils within the AISC, investment in IDEA capacity building for sectors and an updated

Labour Market Dashboard reflecting the labour market needs of over 1,600 employers in Nova Scotia.

- The AISC, the department and other partners continue to work to enhance uptake of the free online training available through Sector Council Marketplaces on the SkillsPass platform.

### **Support regional workforce development initiatives**

- LSI invested \$550,000 in a Regional Workforce Development Pilot with partners including the East Hants Chamber of Commerce, Futureworx and the Municipality of East Hants to support the implementation of the East Hants Workforce Development Strategy.
- Eighteen participants were trained through the pilot. Thirteen (72%) were employed upon completion of training; the remaining 5 were referred to NS Works Centres for continued support.

### 3. Financial Summary and Variance Explanation

<b>Departmental Expenses Summary</b> (\$ thousands)			
<b>Programs and Services</b>	<b>2022-2023 Estimate</b>	<b>2022-2023 Actuals</b>	<b>2022-2023 Variance</b>
Administration	866	922	56
Engagement, Equity and Belonging	437	531	94
Corporate Policy & Services	8,312	7,852	(460)
Safety	18,017	17,567	(450)
Labour Services	8,294	6,905	(1,389)
Skills and Learning	142,056	147,130	5,074
Nova Scotia Apprenticeship Agency	16,542	24,827	8,285
NS Immigration & Population Growth	12,969	14,281	1,312
<b>Total - Departmental Expenses</b>	<b>207,493</b>	<b>220,015</b>	<b>12,522</b>
<b>Additional Information:</b>			
Ordinary Revenues	(2,235)	(2,274)	(39)
Fees and Other Charges	(840)	(774)	66
Ordinary Recoveries	(132,223)	(138,639)	(6,416)
<b>Total: Revenue, Fees and Recoveries</b>	<b>(135,298)</b>	<b>(141,687)</b>	<b>(6,389)</b>
TCA Purchase Requirements	0	0	0
<b>Funded Staff (# of FTEs)</b>			
<b>Department Funded Staff</b>	246.6	228.7	(17.9)
<b>Departmental Expenses Variance Explanation:</b>			
<p>Department of Labour, Skills and Immigration expenses were \$12.5 million or 6.0 per cent higher than estimate primarily due to \$7.5 million for a new federal funding agreement between the Nova Scotia Apprenticeship Agency (NSAA) and Employment and Social Development Canada as well as the Labour Market Transfer Agreements, fully recoverable, \$1.3 million to the Physicians Welcome Collaborative supporting the success of physicians trained outside of Canada; \$1.4 million to support people arriving from Ukraine; \$1.2 million to support the Nova Scotia Women's Native Association Tiny Homes Project \$1.0 million for the Apprenticeship Pathways Project and \$1.0 million to EduNova for the MyCred project.</p>			
<b>Revenue, Fees and Recoveries Variance Explanation:</b>			
<p>The Department of Labour Skills and Immigration's Revenue, Fees &amp; Recoveries were \$6.4 million or 4.9 per cent higher than budget primarily due to: \$4.0 million for a new federal funding agreement between the Nova Scotia Apprenticeship Agency (NSAA) and Employment and Social Development Canada (ESDC); \$3.5 million for the Labour Market Transfer Agreements; and \$0.1 million in Adult Education client overpayments. These increases are partially offset by (\$1.2 million) in lower than anticipated WCB recoveries for OHS, WAP and Appeals Panel programs.</p>			
<b>TCA Purchase Requirements Variance Explanation:</b> N/A			
<b>Provincial Funded Staff (FTEs) Variance Explanation:</b> Variance due to temporary vacancy savings			

## 4. Public Interest Disclosure of Wrongdoing Act

The *Public Interest Disclosure of Wrongdoing Act* was proclaimed into law on December 20, 2011. The Act provides for government employees to be able to come forward if they reasonably believe that a wrongdoing has been committed or is about to be committed and they are acting in good faith. The Act also protects employees who do disclose from reprisals, by enabling them to lay a complaint of reprisal with the Labour Board.

A Wrongdoing for the purposes of the Act is:

- a) A contravention of provincial or federal laws or regulations
- b) A misuse or gross mismanagement of public funds or assets
- c) An act or omission that creates an imminent risk of a substantial and specific danger to the life, health or safety of persons or the environment, or
- d) Directing or counselling someone to commit a wrongdoing

The following is a summary of disclosures received by Department of Labour, Skills and Immigration:

<b>Information Required under Section 18 of the Act</b>	<b>Fiscal Year 2022-2023</b>
The number of disclosures received	0
The number of findings of wrongdoing	N/A
Details of each wrongdoing (Insert separate row for each wrongdoing)	N/A
Recommendations and actions taken on each wrongdoing. (Insert separate row for each wrongdoing)	N/A